

**Notes
Council of Deans
November 20, 2007**

Executive Vice Chancellor's remarks (Breslauer)

The EVCP asked if there was any feedback concerning the faculty salary scales. A question arose concerning fractions of steps, and if there is still a difference between off-scale fractions and off-scale for market. The deans were advised that the Budget Committee is now considering that question, so they should continue following prior practices. In addition, the TDI program is on hold.

The EVCP posed the question of how to handle faculty merit increases for standing deans. Several possibilities emerged after a lively discussion: Should merits occur on the faculty salary scale? Should there be a mega-review after the dean steps down? How should teaching and research be reviewed during a deanship, given that the Budget Committee does not alter the criteria for research and teaching to accommodate the workload of a dean? What is a reasonable expectation for teaching and research during a deanship? It was noted that this issue might not only apply to deans, but also to associate deans who may handle a lot of administrative duties, and for some department chairs.

Several suggestions were made: Look at the data of the teaching and research output of deans over the past three-four years and see what the research level is. The EVCP could review research productivity during the annual performance reviews. The system at Michigan was offered as a possible model. The central administration holds the deans' salaries and pays their salaries when they return to the faculty.

Dennis Hengstler has salary survey data and will distribute. It was noted that not all disciplines have such data available.

Chancellor's remarks (Birgeneau)

The Chancellor noted that the current financial aid program for undergraduates now has an \$8,000 self-help portion, which Berkeley funds through a combination of work-study and student loans. The self-help portion is the percentage that the student and/or family is expected to contribute. Looking ahead five-six years, that amount will increase to about \$12,500. How can accessibility be maintained if the self-help amount reaches that level? Regent Blum has suggested that the state match university endowments for needs-based financial aid. UC would need a \$2B endowment, with the state investing \$150M/year. Both Senators Perata and Nuñez support this proposal. Funding undergraduate financial is a major part of the current fundraising campaign.

Office of Research announcement (Burnside)

Handouts: The EBI Highlights of the Master Agreement, MOU for Energy Biosciences Institute Faculty Searches (copies were emailed to the Council of Deans on November 28).

VC Burnside distributed summaries of the EBI contract, along with descriptions of the five faculty search areas. EBI requests should be submitted with regular FTE requests by the December 17 deadline.

Campus strategy for managing international travel risks (Price)

Associate Vice Chancellor Robert Price chairs a task force charged with minimizing the risks of international travel to both the individual travelers along with the campus. The current campus practice has no policies in place and units are left to procure their own insurance. The campus-wide insurance policy should include coverage for medical insurance, medical evacuation insurance, and security extractions. During the course of its work, the task force discovered that the Office of the President was negotiating systemwide travel risk insurance for all campuses, and will cover all costs associated with the program. The new business travel insurance program was announced on October 31. UCOP has also established a website: <http://www.uctravel.org/>

In spite of instructions on the site, travelers are covered by the policy even if they don't register. The policy applies only to UC-sponsored activities, not personal trips.

Clarification of faculty search process (Zedeck)

Handout: Clarification of search policies

Vice Provost Zedeck noted that the handout addresses five issues, and most of these issues concern advertising. In addition, VP Zedeck asked that copies of letters summarizing the packaged offered for all recruitment and retention cases to be sent to his office. He would like feedback on all five items by November 30 (copies of this document were emailed to the Council of Deans on November 20).

Role of service (Zedeck)

Handout: Guidelines for Evaluation of Service in Faculty Performance Review

Vice Provost Zedeck noted that the Guidelines were adopted by the Divisional Council.

Academic Personnel Information Systems (Zedeck)

Handout: Academic Personnel eFile System

Vice Provost Zedeck summarized a systemwide meeting on electronic academic personnel information systems, and noted that all other campuses have on-line systems. He walked through the screens of the Powerpoint presentation from the Riverside campus, and it was decided to invite staff from Riverside to present at a future Council of Deans meeting.